

**Commonwealth of Massachusetts  
Executive Office of Labor and Workforce Development  
Massachusetts Workforce Development Board**



# **Labor Market and Workforce Information Dashboard**

***MWDB Quarterly Meeting  
September 2017***

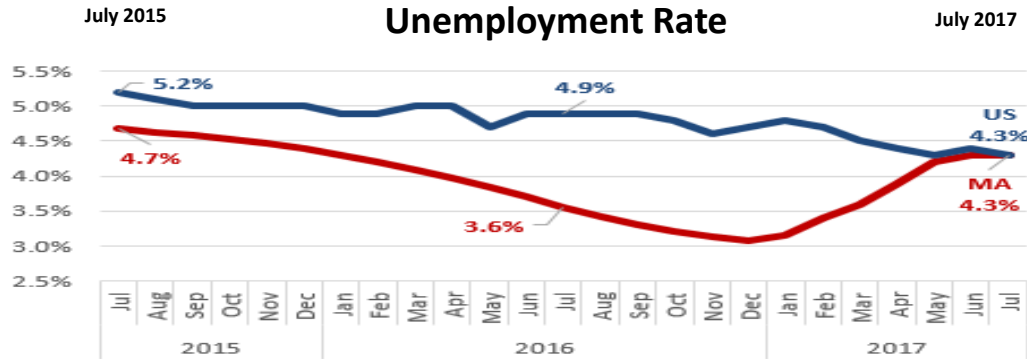
**3,536,900**  
MA labor force

**160,700**  
Unemployed

**62,898**  
MA UI  
Claimants

**66.4%**  
MA Labor Force  
Participation  
Rate

## Labor Supply: Employment & Unemployment (July 2017)



### Data Sources:

- Local Area Unemployment Statistics (LAUS)
- Massachusetts Unemployment Insurance (UI) Claimant Data
- American Community Survey (ACS)

| Claimant Gender |       | MA Pop |
|-----------------|-------|--------|
| Male            | 50.0% | 49.1%  |
| Female          | 50.0% | 50.9%  |

| Claimant Educational Attainment |       | MA Pop (18-24) | MA Pop (25+) |
|---------------------------------|-------|----------------|--------------|
| <High School                    | 7.2%  | 10.7%          | 10.2%        |
| High School & Equivalency       | 34.8% | 27.6%          | 25.4%        |
| Some College                    | 17.1% | 45.8%          | 16.2%        |
| Associate Degree                | 7.1%  |                | 7.7%         |
| Bachelor's Degree               | 19.8% | 16.0%          | 22.8%        |
| Advanced Degree                 | 10.5% |                | 17.7%        |

| Claimant Age |       | MA Pop |
|--------------|-------|--------|
| 16 to 19     | 0.4%  | 6.5%   |
| 20 to 24     | 4.5%  | 6.4%   |
| 25 to 34     | 20.5% | 14.6%  |
| 35 to 44     | 20.6% | 16.7%  |
| 45 to 54     | 24.4% | 13.8%  |
| 55 to 64     | 21.9% | 8.6%   |
| 65+          | 7.7%  | 11.7%  |

| Claimant Race/Ethnicity                     |       | MA Pop |
|---|-------|--------|
| White                                       | 70.1% | 84.5%  |
| Hispanic or Latino                          | 13.4% | 6.8%   |
| Black/African American                      | 11.0% | 5.4%   |
| Asian                                       | 3.8%  | 3.8%   |
| Amer. Indian/Alaskan Native/Hawaiian Native | 0.7%  | 0.2%   |
| More than one race                          | 4.4%  |        |
| Do not wish to respond                      | 10.0% |        |

| Claimants by Previous Occupations (Top 5) |       |       |
|---|-------|-------|
| Management                                | 8,419 | 13.4% |
| Transportation and Material Moving        | 8,054 | 12.8% |
| Office and Admin Support                  | 7,461 | 11.9% |
| Food Prep and Serving                     | 5,315 | 8.2%  |
| Construction and Extraction               | 4,839 | 7.7%  |

| Claimants by Previous Industries (Top 5)     |       |       |
|--|-------|-------|
| Health Care and Social Assistance            | 6,785 | 10.8% |
| Accommodation & Food Services                | 6,008 | 9.6%  |
| Transportation & Warehousing                 | 5,830 | 9.3%  |
| Professional, Scientific, Technical Services | 5,609 | 8.9%  |
| Admin & Support, Waste Mgmt & Remediation    | 5,579 | 8.9%  |

# MA Labor Market and Workforce Information Dashboard

## Labor Demand: Job Posting Data Q2 2017 (Apr – June, 2017)

**197,329**  
New, Unique Job Postings

### Data Sources:

- Local Area Unemployment Statistics (LAUS)
- Help Wanted Online data\* (online job postings)

\* Data are based on an aggregation of online job board postings and may not accurately represent labor demand, particularly for those industries/employers (such as construction) that rely on other forms of talent recruitment.

| Online Job Postings by Workforce Area     |                  |                     |                        |                      |                      |                                   |
|---|------------------|---------------------|------------------------|----------------------|----------------------|-----------------------------------|
| Workforce Area<br>(by job posting volume) | Labor Force      | % of MA Labor Force | Job Postings (Q2 2017) | % Postings Statewide | Q1 2017 Job Postings | Qtr to Qtr Change (Q1 to Q2 2017) |
| Boston                                    | 375,054          | 10.22%              | 41,445                 | 21.00%               | 47,005               | ▼ -5,560                          |
| Metro South/West                          | 519,709          | 14.16%              | 32,444                 | 16.44%               | 35,771               | ▼ -3,327                          |
| Metro North                               | 464,286          | 12.65%              | 27,088                 | 13.73%               | 30,576               | ▼ -3,488                          |
| Central MA                                | 314,884          | 8.58%               | 12,273                 | 6.22%                | 13,902               | ▼ -1,629                          |
| South Shore                               | 296,293          | 8.07%               | 9,333                  | 4.73%                | 9,523                | ▼ -190                            |
| Hampden County                            | 226,526          | 6.17%               | 8,931                  | 4.53%                | 7,775                | ▲ 1,156                           |
| North Shore                               | 231,677          | 6.31%               | 7,832                  | 3.97%                | 7,917                | ▼ -85                             |
| Lower Merrimack Valley                    | 185,019          | 5.04%               | 6,448                  | 3.27%                | 7,310                | ▼ -862                            |
| Greater Lowell                            | 155,515          | 4.24%               | 5,923                  | 3.00%                | 7,157                | ▼ -1,234                          |
| Bristol County                            | 192,843          | 5.25%               | 4,617                  | 2.34%                | 4,862                | ▼ -245                            |
| Franklin/Hampshire                        | 137,048          | 3.73%               | 3,768                  | 1.91%                | 3,189                | ▲ 579                             |
| Brockton                                  | 133,455          | 3.64%               | 3,460                  | 1.75%                | 3,669                | ▼ -209                            |
| North Central                             | 135,622          | 3.69%               | 3,402                  | 1.72%                | 3,679                | ▼ -277                            |
| Berkshire County                          | 65,400           | 1.78%               | 3,095                  | 1.57%                | 2,468                | ▲ 627                             |
| Greater New Bedford                       | 116,243          | 3.17%               | 2,519                  | 1.28%                | 3,003                | ▼ -484                            |
| Cape & Islands                            | 121,219          | 3.30%               | 2,217                  | 1.12%                | 2,705                | ▼ -488                            |
| Unavailable                               |                  | 0.00%               | 22,534                 | 11.42%               | 25,224               | ▼ -2,690                          |
| <b>Total</b>                              | <b>3,670,800</b> | <b>100.00%</b>      | <b>197,329</b>         | <b>100.00%</b>       | <b>215,735</b>       | <b>▼ -18,406</b>                  |

| Online Job Postings by Occupational Group     |                        |                      |                                   |
|---|------------------------|----------------------|-----------------------------------|
| Occupational Group<br>(by job posting volume) | Job Postings (Q2 2017) | % Postings Statewide | Qtr to Qtr Change (Q1 to Q2 2017) |
| Medical / Health                              | 28,179                 | 14.28%               | ▼ -6,399                          |
| Sales / Biz. Development                      | 27,238                 | 13.80%               | ▼ -306                            |
| Information Technology                        | 21,449                 | 10.87%               | ▼ -2,333                          |
| Operations / Logistics                        | 17,580                 | 8.91%                | ▼ -935                            |
| Administration / Clerical                     | 13,540                 | 6.86%                | ▼ -1,220                          |
| Education / Training                          | 11,538                 | 5.85%                | ▲ 2,002                           |
| Finance / Accounting                          | 10,694                 | 5.42%                | ▼ -1,904                          |
| Hospitality / Services                        | 9,792                  | 4.96%                | ▼ -2,204                          |
| Marketing / PR                                | 8,262                  | 4.19%                | ▼ -1,041                          |
| Engineering / QA                              | 6,137                  | 3.11%                | ▼ -1,385                          |
| Social Services                               | 6,065                  | 3.07%                | ▼ -780                            |
| Maintenance / Repair                          | 4,811                  | 2.44%                | ▼ -265                            |
| Executive Management                          | 4,664                  | 2.36%                | ▼ -808                            |
| Creative / Talent                             | 4,596                  | 2.33%                | ▼ -302                            |
| Security                                      | 3,589                  | 1.82%                | ▲ 1,103                           |
| Science / R&D                                 | 3,469                  | 1.76%                | ▼ -585                            |
| Human Resources                               | 3,440                  | 1.74%                | ▼ -529                            |
| Manufacturing / Resource                      | 3,023                  | 1.53%                | ▼ -279                            |
| Facilities / Construction                     | 2,852                  | 1.45%                | ▼ -844                            |
| Legal   | 717                    | 0.36%                | ▼ -224                            |
| Unavailable                                   | 5,694                  | 2.89%                | ▲ 832                             |
| <b>Total</b>                                  | <b>197,329</b>         | <b>100.00%</b>       | <b>▼ -18,406</b>                  |

# MA Labor Market and Workforce Information Dashboard

## Labor Demand: Job Posting Data Q2 2017 (Apr – June, 2017)

**197,329**  
 New, Unique Job Postings

### Data Sources:

- Occupational Employment and Wage Statistics (OES)
- Help Wanted Online data\* (online job postings)

\* Data are based on an aggregation of online job board postings and may not accurately represent labor demand, particularly for those industries/employers (such as construction) that rely on other forms of talent recruitment.

| Top 20 Occupations by Job Posting Volume                            |                        |             |           |            |           |                                   |
|---|------------------------|-------------|-----------|------------|-----------|-----------------------------------|
| Occupation  | Job Postings (Q2 2017) | Median Wage | Mean Wage | Entry Wage | Exp. Wage | Avg. Educational Level            |
| Heavy and Tractor-Trailer Truck Drivers                             | 11,464                 | \$48,050    | \$49,920  | \$36,070   | \$56,840  | Postsecondary non-degree award    |
| Registered Nurses   | 6,662                  | \$84,410    | \$89,060  | \$60,440   | \$103,370 | Bachelor's degree                 |
| First-Line Supervisors of Retail Sales Workers                      | 6,062                  | \$41,380    | \$46,660  | \$28,820   | \$55,590  | High school diploma or equivalent |
| Retail Salespersons   | 5,783                  | \$23,760    | \$28,070  | \$21,410   | \$31,400  | No formal educational credential  |
| Marketing Managers  | 5,210                  | \$131,800   | \$142,040 | \$82,750   | \$171,690 | Bachelor's degree                 |
| Software Developers, Applications                                   | 4,949                  | \$106,970   | \$110,410 | \$69,850   | \$130,690 | Bachelor's degree                 |
| Computer Occupations, All Other                                     | 4,447                  | \$91,710    | \$94,430  | \$57,820   | \$112,740 | Bachelor's degree                 |
| Social and Human Service Assistants                                 | 3,535                  | \$31,250    | \$35,750  | \$24,460   | \$41,400  | High school diploma or equivalent |
| First-Line Supervisors of Office and Administrative Support Workers | 3,439                  | \$59,370    | \$62,590  | \$40,910   | \$73,430  | High school diploma or equivalent |
| Medical Scientists, Except Epidemiologists                          | 3,326                  | \$87,440    | \$94,590  | \$52,730   | \$115,520 | Doctoral or professional degree   |
| Management Analysts   | 2,911                  | \$92,690    | \$105,950 | \$59,430   | \$129,210 | Bachelor's degree                 |
| Managers, All Other   | 2,786                  | \$114,850   | \$126,420 | \$72,110   | \$153,580 | Bachelor's degree                 |
| Executive Secretaries and Executive Administrative Assistants       | 2,649                  | \$59,070    | \$60,320  | \$41,110   | \$69,920  | High school diploma or equivalent |
| Customer Service Representatives                                    | 2,617                  | \$39,230    | \$41,830  | \$27,830   | \$48,830  | High school diploma or equivalent |
| Security Guards   | 2,495                  | \$29,300    | \$31,530  | \$23,560   | \$35,520  | High school diploma or equivalent |
| Computer User Support Specialists                                   | 2,455                  | \$58,730    | \$62,430  | \$40,190   | \$73,550  | Some college, no degree           |
| Computer Systems Analysts   | 2,432                  | \$89,730    | \$93,990  | \$64,090   | \$108,950 | Bachelor's degree                 |
| Industrial Engineers  | 2,274                  | \$95,800    | \$99,640  | \$68,650   | \$115,140 | Bachelor's degree                 |
| Accountants and Auditors  | 2,261                  | \$74,500    | \$82,420  | \$52,550   | \$97,360  | Bachelor's degree                 |
| Medical and Health Services Managers                                | 2,048                  | \$103,360   | \$121,260 | \$68,760   | \$147,510 | Bachelor's degree                 |

# MA Labor Market and Workforce Information Dashboard

## Labor Demand: Job Posting Data Q2 2017 (Apr – June, 2017)

**197,329**  
**New Unique Job Postings**

### Data Sources:

- Help Wanted Online data\*  
(online job postings)

\* Data are based on an aggregation of online job board postings and may not accurately represent labor demand, particularly for those industries/employers (such as construction) that rely on other forms of talent recruitment.

| Top 20 Fastest Growing Jobs (Q1 to Q2 2017)                                     |         |         |       |
|---|---------|---------|-------|
| Occupation  | Q1 2017 | Q2 2017 | Gain  |
| Retail Salespersons   | 4,688   | 5,783   | 1,095 |
| First-Line Supervisors of Retail Sales Workers                                  | 4,991   | 6,062   | 1,071 |
| Security Guards   | 1,447   | 2,495   | 1,048 |
| Cashiers  | 920     | 1,957   | 1,037 |
| Elementary School Teachers, Except Special Education                            | 734     | 1,249   | 515   |
| Light Truck or Delivery Services Drivers  | 764     | 1,123   | 359   |
| Secondary School Teachers, Except Special and Career/Technical Education        | 894     | 1,228   | 334   |
| Preschool Teachers, Except Special Education                                    | 1,018   | 1,339   | 321   |
| Middle School Teachers, Except Special and Career/Technical Education           | 540     | 822     | 282   |
| Merchandise Displayers and Window Trimmers                                      | 806     | 1,050   | 244   |
| Pharmacy Technicians  | 556     | 775     | 219   |
| Educational, Guidance, School, and Vocational Counselors                        | 551     | 767     | 216   |
| Coaches and Scouts  | 461     | 638     | 177   |
| Teacher Assistants  | 1,072   | 1,218   | 146   |
| Stock Clerks and Order Fillers  | 1,597   | 1,741   | 144   |
| Advertising Sales Agents  | 723     | 851     | 128   |
| Laborers and Freight, Stock, and Material Movers, Hand                          | 600     | 673     | 73    |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 714     | 775     | 61    |
| First-Line Supervisors of Production and Operating Workers                      | 1,096   | 1,117   | 21    |
| Demonstrators and Product Promoters   | 879     | 899     | 20    |

| Top 20 Declining Jobs (Q1 to Q2 2017)  |         |         |        |
|--|---------|---------|--------|
| Occupation   | Q1 2017 | Q2 2017 | Loss   |
| Registered Nurses  | 8,181   | 6,662   | -1,519 |
| Heavy and Tractor-Trailer Truck Drivers  | 12,817  | 11,464  | -1,353 |
| Nursing Assistants   | 1,827   | 1,185   | -642   |
| Medical and Health Services Managers   | 2,648   | 2,048   | -600   |
| Real Estate Sales Agents   | 723     | 130     | -593   |
| Medical Scientists, Except Epidemiologists   | 3,913   | 3,326   | -587   |
| First-Line Supervisors of Food Preparation and Serving Workers                               | 2,403   | 1,866   | -537   |
| Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | 1,939   | 1,403   | -536   |
| Social and Human Service Assistants  | 4,017   | 3,535   | -482   |
| Marketing Managers   | 5,659   | 5,210   | -449   |
| Accountants and Auditors   | 2,696   | 2,261   | -435   |
| Insurance Sales Agents   | 1,179   | 750     | -429   |
| Industrial Engineers   | 2,685   | 2,274   | -411   |
| Managers, All Other  | 3,191   | 2,786   | -405   |
| Sales Representatives, Services, All Other   | 1,819   | 1,418   | -401   |
| Web Developers   | 1,881   | 1,485   | -396   |
| Computer Occupations, All Other  | 4,841   | 4,447   | -394   |
| Market Research Analysts and Marketing Specialists   | 2,366   | 2,001   | -365   |
| Software Developers, Applications  | 5,310   | 4,949   | -361   |
| Sales Managers   | 2,354   | 1,999   | -355   |

Based on HWOL top 100 job postings (by volume) for each reference quarter

# MA Labor Market and Workforce Information Dashboard

## Labor Demand: Job Gain/Loss by Industry (Q1to Q2 2017)

3,151,133  
Total Jobs

### Data Source:

- Current Employment Statistics

| Job Gains and Losses by Industry         |                   |                   |                |              |
|--|-------------------|-------------------|----------------|--------------|
| Industry Group                           | # Jobs<br>Q1 2017 | # Jobs<br>Q2 2017 | Change         | % Change     |
| Admin & Support, Waste Man & Remediation | 181,233           | 185,167           | ▲ 3,933        | 2.17%        |
| Educational Services                     | 164,167           | 166,933           | ▲ 2,767        | 1.69%        |
| Arts, Entertainment, and Recreation      | 56,367            | 57,233            | ▲ 867          | 1.54%        |
| PROFESSIONAL, SCIENTIFIC & BUSINESS SERV | 556,000           | 562,267           | ▲ 6,267        | 1.13%        |
| OTHER SERVICES                           | 136,833           | 138,367           | ▲ 1,533        | 1.12%        |
| Professional, Scientific, Technical Serv | 309,500           | 312,333           | ▲ 2,833        | 0.92%        |
| EDUCATION AND HEALTH SERVICES            | 794,900           | 799,567           | ▲ 4,667        | 0.59%        |
| Real Estate and Rental and Leasing       | 46,300            | 46,567            | ▲ 267          | 0.58%        |
| FINANCIAL ACTIVITIES                     | 227,867           | 228,833           | ▲ 967          | 0.42%        |
| Finance and Insurance                    | 181,567           | 182,267           | ▲ 700          | 0.39%        |
| Nondurable Goods                         | 87,533            | 87,833            | ▲ 300          | 0.34%        |
| Health Care and Social Assistance        | 630,733           | 632,633           | ▲ 1,900        | 0.30%        |
| RETAIL TRADE                             | 358,300           | 358,500           | ▲ 200          | 0.06%        |
| INFORMATION                              | 89,900            | 89,867            | ▼ -33          | -0.04%       |
| TRADE, TRANSPORTATION, AND UTILITIES     | 578,500           | 577,967           | ▼ -533         | -0.09%       |
| MANUFACTURING                            | 244,200           | 243,933           | ▼ -267         | -0.11%       |
| TRANSPORTATION, WAREHOUSING & UTILITIES  | 95,667            | 95,367            | ▼ -300         | -0.31%       |
| Durable Goods                            | 156,667           | 156,100           | ▼ -567         | -0.36%       |
| LEISURE AND HOSPITALITY                  | 362,433           | 360,733           | ▼ -1,700       | -0.47%       |
| Management of Companies and Enterprises  | 65,267            | 64,767            | ▼ -500         | -0.77%       |
| Accommodation and Food Services          | 306,067           | 303,500           | ▼ -2,567       | -0.84%       |
| CONSTRUCTION                             | 149,967           | 148,533           | ▼ -1,433       | -0.96%       |
| MINING, LOGGING AND CONSTRUCTION         | 151,067           | 149,600           | ▼ -1,467       | -0.97%       |
| NATURAL RESOURCES AND MINING             | 1,100             | 1,067             | ▼ -33          | -3.03%       |
| <b>Total Jobs</b>                        | <b>3,141,700</b>  | <b>3,151,133</b>  | <b>▲ 9,433</b> | <b>0.30%</b> |

# Glossary of Terms

**Industry** : A collection of businesses that are engaged in the same or similar principal business activities, such as providing a type of good or service.

**Labor Force**: Residents of a selected area that are employed or unemployed and looking for work, and their characteristics.

**Labor Force Participation Rate**: Percentage of the working age population who are either employed or actively looking for work.

**Occupation**: A set of activities or tasks that employees are paid to perform.

**Occupational Group**: Grouping of occupations by common functional areas.

**Unemployed**: Individuals who are jobless, actively seeking work, and are available to take a job.

**Unemployment Rate**: Percentage of the labor force that is unemployed.

# Data Sources

**American Community Survey (ACS)**: On going statistical survey by the US Census that captures data on America's population, workforce and housing.

**Current Employment Statistics (CES)**: A monthly survey conducted by the Bureau of Labor Statistics that provides employment, hours, and earnings estimates based on payroll records of business establishments.

**Help Wanted On-Line (HWOL)**: The Conference Board's analytics tool that aggregates online job posting data and enables users to measure labor demand in terms of advertised vacancies. Data may not accurately represent labor demand, particularly for those industries/employers (such as construction) that do not rely on online job boards to recruit talent.

**Local Area Unemployment Statistics (LAUS)**: Produces employment, unemployment, and labor force estimates for census regions and divisions, states, counties, metropolitan areas, and many cities, by place of residence. Produced monthly and annually.

**Occupational Employment Statistics (OES)**: Provides data estimates for employment and wages for up to 800 occupations based on a survey of approximately 33,000 employers. It is classified using Standard Occupation Codes (SOC) and is produced annually.

**Quarterly Census of Employment and Wages (QCEW)**: A count of employers and their employment and wages by business activity, North American Industry Classification (NAICS) and area. It covers 98 percent of employment and is available at the national, state, workforce area, city and town level. Produced Quarterly.

**UI Claimant Data**: Aggregated data of those who are collecting Massachusetts Unemployment Insurance and who do not have a definite return to work date.